

## CHARTER FOR 7 PILLARS CAREER ACADEMY

This Charter for 7 Pillars Career Academy (“Charter”) is entered into by and between YouthServ360, Inc. (“Petitioner”), the Clayton County Board of Education (“Local Board”) and the State Board of Education (“State Board”) (collectively referred to as “the parties”).

WHEREAS, the Petitioner submitted a petition to the Local Board proposing to establish a start-up charter school pursuant to O.C.G.A. § 20-2-2060 *et seq.*, the Charter Schools Act of 1998 (“Charter Schools Act”), and the Local Board approved the petition;

WHEREAS, the State Board finds that the petition complies with the provisions of the Charter Schools Act, and the rules, regulations, policies and procedures promulgated in accordance with O.C.G.A. § 20-2-2063 and further finds that the petition is in the public interest; and

WHEREAS, pursuant to O.C.G.A. § 20-2-2064.1, the State Board grants this Charter to permit Petitioner to operate 7 Pillars Career Academy (“the Charter School”) in accordance with the terms and conditions of this Charter.

NOW THEREFORE, in consideration of the promises, mutual agreements, and covenants contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Definitions. The terms below will be interpreted in accordance with the following definitions, unless and until federal or state law, or the state accountability system, is amended otherwise:
  - a. College and Career Ready Performance Index (CCRPI): A comprehensive school improvement, accountability, and communication platform for all educational stakeholders that will promote college and career readiness for all Georgia public school students.
  - b. Elementary and Secondary Education Act as Amended (ESEA as Amended): The federal education statute, originally passed by the U.S. Congress in 1965, that defines the role of the federal government in public education and authorizes many of the major federal education programs, including Title I. This Act was reauthorized by Congress in 2015 as the Every Student Succeeds Act (ESSA).
  - c. Education Service Provider (ESP): A for-profit or non-profit organization that contracts with new or existing charter schools to provide services including, but not limited to curriculum design, professional development, student assessments,

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financial and operational management, facilities management, and human resources management, such as Education Management Organizations (EMOs), Charter Management Organizations (CMOs), Education Service Organizations (ESOs), and others.

- d. Georgia Department of Education (GaDOE or Department): The Georgia Department of Education is the state agency charged with the fiscal and administrative management of certain aspects of K – 12 public education, including the implementation of federal and state mandates. Such management is subject to supervision and oversight by the State Board of Education.
  - e. Georgia Milestones Assessment System (Georgia Milestones): The Georgia Milestone Assessment System is a state-required assessment system to measure student acquisition of the knowledge and skills set forth in the state curriculum. Georgia Milestones is a consistent testing program that will be administered across grades three through twelve in the content areas of Reading, English/Language Arts, Mathematics, Science and Social Studies and Writing.
  - f. Local Educational Agency (LEA): A Local Educational Agency is a local system pursuant to local board of education control and management.
  - g. State Board of Education (SBOE or State Board): The State Board of Education is the constitutional authority which defines education policy for public K – 12 education agencies in Georgia.
2. Charter Term. The State Board grants this Charter to Petitioner to operate the Charter School for a five-year term beginning on July 1, 2019 and expiring on June 30, 2024.
  3. Grade Range and Enrollment. The Charter School shall serve grades 6-10. The Charter School's total enrollment shall not exceed 360 during the term of the charter unless after reaching 360 the Charter School requests review by the Local Board and the Department. If the Local Board and the Department determine that the Charter School has met all compliance requirements and charter contract goals based on the most recent year of academic data available, the Charter School's total enrollment may expand by an increment of no more than 15% annually, subject to annual review by the Local Board and the Department.
  4. Mission Statement. The mission of 7 Pillars Career Academy is to provide a rigorous learning environment that mitigates gaps in student's ability to master course concepts

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beyond proficiency. Emphasizing 7 unique Pillars of values and ideals we embed the first fruits of civilization for our scholars' foundation to build prowess in 3 core areas: Service, Academic Mastery and Character.

5. Essential or Innovative Features. The Charter School shall implement a research based instructional model that incorporates problem-solution/inquiry-project based learning, journey based learning and individualized instruction that is aligned to the standards for each grade level. The Charter School shall utilize technology in its educational program and provide 1:1 technology. The Charter School will partner with business and industry leaders and offer career pathways to develop entrepreneurs and college and career ready students.
  
6. Maximum Flexibility Allowed By Law. In exchange for the Charter School's agreement to meet or exceed the performance-based goals and measurable objectives set forth in Section 8 below, the State Board shall grant the maximum flexibility allowed by law to the Charter School. Pursuant to O.C.G.A. § 20-2-2065(a), the Charter School shall be entitled to the maximum flexibility allowed by law from the provisions of Title 20 of the Official Code of Georgia Annotated and from any state or local rule, regulation, policy, or procedure established by a local board of education, the State Board of Education (State Board), or the Georgia Department of Education (Department). Notwithstanding this maximum flexibility, the Charter School shall comply with the terms of this Charter, the Charter Schools Act, including the provisions set forth in Section 16 below, and any rules, regulations, policies, or procedures established by the State Board consistent with the Charter Schools Act.
  
7. Accreditation. If the Charter School serves grades 8-12, the Charter School shall:
  - a. Seek accreditation from an approved accrediting agency pursuant to O.C.G.A. § 20-3-519(6)(A)(i) within the first three years of the initial Charter term or prior to the graduation of the Charter School's first graduating class and shall retain accredited status thereafter. If applicable, a Charter School may use system accreditation to satisfy this requirement.
  
  - b. Meet the definition of a College and Career Academy as defined by O.C.G.A. § 20-4-37(b)(5) and SBOE Rule 160-4-9-.04(k).
  
  - c. Meet the certification requirements for a College and Career Academy as defined by O.C.G.A. § 20-4-37(b)(2) and SBOE Rule 160-4-9-.04(l) including:
    - i. Obtaining a Georgia College and Career Academy Partner Roles and Responsibilities Chart, that is approved and signed by the Technical College System of Georgia (TCSG), between the Charter School Governing Board, the

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LBOE and the Charter School's higher education and business partners by the end of the second year of the Charter School's operation.

- ii. Meeting the requirements for Georgie College and Career Academy Certification by TCSG by the end of the fourth year of operation of the Charter School.
8. Performance-based Goals, Measurable Objectives, and Consequences. In exchange for the flexibility granted in Section 6 above, the Charter School agrees to meet or exceed the performance-based goals and measurable objectives that are designed to result in the improvement of student achievement as set forth in **Appendix A** incorporated into this charter. The Charter School agrees that the Consequences set forth in **Appendix A** shall be triggered upon notification by GaDOE of the Charter School's failure to achieve the goals listed in **Appendix A**.
  9. Assessment and Accountability. Notwithstanding Sections 6 and 8 above, the Charter School is subject to all accountability and assessment requirements set forth within Title 20 of the Official Code of Georgia Annotated and any corresponding State Board Rules, including but not limited to the accountability provisions of O.C.G.A. §§ 20-14-30 through 41. The Charter School is further subject to all federal accountability requirements under the Elementary and Secondary Education Act, subject to any amendment, waiver or reauthorization thereof.
  10. Annual Report. The Charter School shall submit an annual report by November 1 of each year to the Georgia Department of Education that complies with all requirements set forth in O.C.G.A. § 20-2-2067.1(c), including but not limited to an indication of the Charter School's progress towards the goals and objectives stated in Section 8 above, the Department's Comprehensive Performance Framework and all state-mandated assessment and accountability scores from the previous year. The Charter School shall make available to the community copies of an annual report which shall indicate student performance for the previous year.
  11. Open Enrollment and Admissions. The Charter School shall comply with the open enrollment and admissions provisions set forth in O.C.G.A. § 20-2-2066. Enrollment shall be open to any student in accordance with the following criteria:
    - a. Attendance Zone. The attendance zone for the Charter School shall be the Clayton County School District.

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- b. Application. To be eligible for enrollment at the Charter School, students residing in the attendance zone must submit a timely application to the Charter School in accordance with the deadline set by the Charter School. The Charter School may use applications only for the purpose of verifying the student's residence within the school's attendance zone and grade level. The Charter School may not use admissions criteria or applications that would not otherwise be used at a traditional public school, including but not limited to, requests for letters of recommendation, essays, resumes, or information regarding a student's school or community activities, grades, test scores, attendance record, or disciplinary history. The Charter School may gather other relevant information from students after enrollment is determined, in addition to optional information that may be provided for purposes of a weighted lottery.
- c. Annual Enrollment Opportunity. The Charter School must offer at least one annual enrollment opportunity for each grade level served for which space is available. If the Charter School is a dual language immersion charter school that allows enrollment in a non-entry level grade, the Charter School may limit enrollment in non-entry level grades to cases where there is evidence of prior attendance at a language immersion school or native language proficiency.
- d. Random Lottery. If the number of timely applicants received by the Charter School exceeds the capacity of a program, class, grade level, or building, the Charter School shall ensure that such applicants have an equal chance of being admitted through a random selection process in accordance with O.C.G.A. § 20-2-2066(a)(1)(A), except for educationally disadvantaged students who may be provided an increased chance of admission through a weighted lottery. The Charter School shall not conduct more than one lottery, per grade, per admissions cycle.
- e. Statutory Enrollment Priorities. In accordance with O.C.G.A. § 20-2-2066(a)(1)(A), the Charter School shall give enrollment priority to the following categories of applicants and in the following priority:
  - i. A student whose parent or guardian is a member of the Governing Board of the Charter School or is a full-time teacher, professional, or other employee at the Charter School; and
  - ii. A student whose sibling is enrolled in the Charter School.

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f. Weighted Lottery. In accordance with O.C.G.A. § 20-2-2066(a)(1)(A), the Charter School may utilize a weighted lottery to provide an increased chance of admission to N/A, as defined by State Board Rule and according to the following: N/A.

12. Withdrawal without Penalty. The Charter School shall comply with the provisions of O.C.G.A. § 20-2-2066(d) for withdrawing students. The Charter School agrees that a student may withdraw without penalty from the Charter School at any time and enroll in another public school in the local school system in which such student resides.

13. State and Federally Mandated Educational Services.

a. Students with Disabilities. The Charter School shall comply with all federal special education laws and regulations, including Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and the Individuals with Disabilities Education Act. Special education teachers must have a bachelor's degree and must either be certified in special education or hold a special education license in Georgia.

b. English Language Learners. The Charter School shall comply with all applicable federal laws and regulations relating to the provision of educational services to English Language Learners.

c. Supplemental Education. The Charter School shall provide supplemental education services in required cases pursuant to State Board of Education Rule 160-4-5-.03 and No Child Left Behind, subject to any amendment, waiver or reauthorization thereof.

d. Remediation. The Charter School shall provide remediation in required cases pursuant to State Board of Education Rule 160-4-5-.01 and No Child Left Behind, subject to any amendment, waiver or reauthorization thereof.

14. Governance Structure.

a. Governing Board. The Charter School shall utilize an autonomous governing body in the form of a Governing Board, which shall operate in accordance with its bylaws and **Appendix B** (Locally-Approved Charter School Partners Roles and Responsibilities Chart) of this agreement and which shall be responsible for complying with and carrying out the provisions of this Charter, including compliance with all applicable law.

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- b. Function. It shall be the function of the Governing Board to uphold the Charter School's mission and vision, to set policy for the Charter School, to work collaboratively with school officials to ensure the Charter School complies with the performance goals set forth in Section 8 above, to ensure effective organizational planning, and to ensure financial stability of the Charter School.
- c. Autonomy. The Governing Board shall exercise substantive control over such areas as personnel decisions, financial decisions, curriculum and instruction, resource allocation, establishing and monitoring the achievement of school improvement goals, and school operations, which are listed by way of example and not by limitation.
- d. Annual Training. The Governing Board shall receive initial training and annual training thereafter. Pursuant to O.C.G.A § 20-2-2072 and relevant State Board rules, the training shall include, but not be limited to, best practices on school governance, the constitutional and statutory requirements relating to public records and meetings, and the requirements of applicable statutes and rules and regulations.
- e. Public Meetings. The Governing Board and its meetings, including emergency meetings, are subject to and shall comply with the Open and Public Meetings Act, O.C.G.A. § 50-14-1 *et seq.*, and any subsequent amendment thereof. The Governing Board shall conduct regular meetings consistent with principles of transparency and avoidance of actual or apparent conflicts of interest in the governance of the Charter School.
- f. Public Records. The Governing Board is subject to and shall comply with the Georgia Open Records Act, O.C.G.A. § 50-18-70 *et seq.*, and any subsequent amendment thereof. The Governing Board shall maintain its adopted policies, budgets, meeting agendas, and minutes, and shall make such documents available for public inspection. The Charter School shall make the minutes of all Governing Board meetings available on its website within ten (10) business days after Governing Board approval and for the duration of the Charter.
- g. Conflicts of Interest. The Governing Board shall establish a formal policy to prevent and disclose conflicts of interest. Members of the Governing Board and all individuals employed at the Charter School shall abide by such conflicts of interest policy. Upon request, the Charter School shall provide conflict of interest forms to the local district or Department demonstrating that Governing Board members are in compliance with the conflicts of interest policy.

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- h. Public Status. Petitioner assures that the Charter School shall be a public, nonsectarian, nonreligious, nonprofit school organized and operated under the laws of the State of Georgia. Petitioner further assures that the Charter School shall not be home based.
- i. Director Compensation. Petitioner shall not compensate members of the Charter School's Governing Board in excess of reasonable expenses incurred in connection with actual attendance at board meetings or with performance of duties associated therewith.
- j. Contractual Interference. No party to this Charter may interfere with the legal right(s) and/or obligation(s) of another party to execute the provisions of this Charter.
- k. Georgia Residency. Governing Board members shall be residents of the State of Georgia.
- l. Board Composition. Governing Board members shall reflect the sociodemographic diversity of the population of the Charter School's designated attendance zone. Charter School employees and contractors, including the paid Chief Financial Officer, are prohibited from serving on the Governing Board.

### 15. Fiscal Control.

- a. Financial Reporting Requirements. The Charter School shall follow the financial requirements of the Charter Schools Section of the Department's Financial Management for Georgia Local Units of Administration Manual. The Charter School shall submit all information required by the State Accounting Office for inclusion in the State of Georgia Comprehensive Annual Financial Report.
- b. Annual Audit. The Charter School shall have an annual financial audit.
  - i. The financial audit shall be conducted by an independent certified public accountant licensed in the State of Georgia. The Charter School will submit its annual financial audit to the State of Georgia by November 1st each year.
  - ii. A separate audit shall not be required for a school if the Charter School is included in the local school system audit conducted pursuant to O.C.G.A. §

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50-6-6, but the Charter School will submit the system's audit to the State of Georgia by November 1st each year.

- iii. If a conversion school charter is held by a nonprofit, the Charter School shall have an annual financial audit pursuant to subsection (i) of this paragraph.
- c. Compliance with approved budget included in locally-approved charter application. The Local Board shall fund the Charter School no less favorably than other local schools located within the school system unless otherwise provided by law. The base per-pupil funding amount in the petition budget is the school system's good-faith estimate for the charter term. Based on these estimates, the Local Board shall fund the Charter School at no less than a per-pupil base rate of **\$6,654.00** as long as the school system receives state and local revenues upon which the approved school budget is based.
- d. Chief Financial Officer. The Charter School shall designate a Chief Financial Officer who shall possess the following qualifications:
  - i. A baccalaureate or higher degree in business, accounting, or finance from an accredited college or university and a minimum of four (4) years experience in a field related to business or finance; or
  - ii. Documented experience of ten (10) or more years in the field of business and financial management.
- e. Federal Monitoring Requirements. The Charter School shall comply with all federal monitoring requirements related to the receipt of federal funds.
- f. Charter School Program Eligibility. In the event the Charter School seeks grant funds under the Federal Charter School Program, the Charter School must satisfy all federal eligibility requirements as a prerequisite to applying for and receiving such funds.
- g. Insurance. Prior to opening, the Charter School shall secure adequate insurance coverage and the Charter School shall maintain such coverage throughout the Charter term in accordance with the laws of the State of Georgia. The Charter School shall obtain and attach hereto a Certificate of Insurance which shall name the Local Board of Education and the State Board of Education as additional insureds.



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- f. Prohibition on Discrimination. The Charter School shall not discriminate against students on the basis of disability, race, creed, color, gender, national origin, religion, ancestry, marital status, academic ability, the need for special educational services, or any other characteristic protected by local, state, or federal law.
- g. Reporting Requirements. The Charter School shall be subject to all reporting requirements of O.C.G.A. §§ 20-2-160, 20-2-161(e), 20-2-320, and 20-2-740.
- h. Tuition. The Charter School shall not charge tuition or fees to its students except as may be authorized for local boards pursuant to O.C.G.A. § 20-2-133.
- i. Brief Period of Quiet Reflection. The Charter School shall comply with O.C.G.A. § 20-2-1050, which requires a brief period of quiet reflection.
- j. Individual Graduation Plans. The Charter school shall comply with O.C.G.A. § 20-2-327 related to Individual Graduation Plans.
- k. Family Educational Rights and Privacy Act. The Charter School is subject to all provisions of the Federal Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.
- l. Records Retention. The Charter School shall be responsible for maintaining and retaining its records; including student records, employee records, and all corporate records related to the Charter School's operations in accordance with Georgia law, State Board Rule and this Charter. In the event that the Charter School closes, it shall provide for the maintenance, retrieval, and transmittal of all records in the manner prescribed by the State Board. Neither the Department nor the State Board shall be required to assume possession of the Charter School records.
- m. QBE Formula Earnings. The Charter School acknowledges that criteria used to calculate Quality Basic Education (QBE) funding may not be waived.

### 17. Education Service Providers.

- a. If the Charter School does not contract with an Education Service Provider at the time of execution of this charter but later elects to contract with an Education Service Provider, such decision will require a charter amendment prior to execution of an agreement with an Education Service Provider.

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- b. If the Charter School contracts with an Education Service Provider at the time of execution of this charter, the Charter School shall provide reasonable notice to the Local Board and the State Board before agreeing to any material changes or amendments to any contract with an Education Service Provider. Reasonable notice shall mean the Charter School gives the Local Board and State Board at least thirty (30) days advanced notice and shall furnish the parties with a copy of the proposed changes and/or amendments.
18. Compliance with the Rules, Practices, Policies, and Procedures of the Department. The Charter School shall operate in accordance with the rules, practices, policies, and procedures established by the Department under the authority granted by O.C.G.A. §§ 20-2-2063 *et seq.*
19. Employment Matters. Individuals employed at the Charter School shall not be considered employees of the State Board or the Department.
  - a. Background Checks. The Charter School shall adopt background check procedures and shall ensure that all prospective staff members or any individual that will have substantial contact with students undergo a fingerprinting and background check prior to beginning work at the Charter School or having contact with students.
  - b. Teachers' Retirement System. All qualified teachers at the Charter School shall be members of the Teachers Retirement System of Georgia ("TRS") and subject to its requirements. The Charter School is responsible for making arrangements with TRS and making monthly contributions for its teachers in accordance with state requirements.
  - c. Teacher and Leader Evaluation. The Charter School shall implement the Teacher Keys Effectiveness System (TKES) and Leader Keys effectiveness System (LKES) in accordance with O.C.G.A §20-2-210(b)(1) and State Board Rule 160-5-1.37. The Charter School shall have at least two individuals credentialed in using TKES. If the most senior Charter School leader must be evaluated using LKES because he or she performs the duties of a principal as defined by State Board Rule 160-5-1-.37, a member of the Governing Board, who is credentialed in using LKES, shall serve as his or her evaluator.
20. Record Inspection. Subject to state and federal laws, the State Board, the Department and their agents, and the State Auditor's office shall have the right to examine and copy all

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records, reports, documents, and files relating to any activity, program, or student of the Charter School.

### 21. Facilities.

- a. Approval of Site and/or Facility. The Charter School shall obtain proper approval for all sites and/or facilities prior to committing to any certificate of lease or ownership, prior to commencing any construction and prior to student occupation. The Charter School shall contact the Georgia Department of Education's Facilities Services Division regarding the following:
  - i. Site Approval. Immediately upon approval, the Charter School shall contact the Facilities Services Division and obtain site approval. Once site approval has been granted, the Charter School will be issued a site code. The Charter School shall not commit to any certificate of lease or ownership, commence any construction, nor allow student occupation prior to site approval.
  - ii. Architectural Review. The Charter School shall submit and have approved by the Facilities Services Division all architectural plans for any facility that will house the Charter School during the Charter term. The Charter School shall not commit to any certificate of lease or ownership, commence any construction, nor allow student occupation prior to architectural review.
  - iii. School Code Approval. After securing both site approval and architectural review approval a school code shall be obtained. A locally-approved Charter School shall contact their school system's facilities department and make a request for a school code. The Charter School shall properly obtain a school code prior to occupancy of the site and/or facility.
- b. Prior to opening the Charter School and prior to students occupying any proposed facility, the Charter School shall obtain and submit the following documents to the Department:
  - i. Documentation of Ownership or Lease Agreement. The Charter School shall obtain documentation of ownership or the lease agreement for the facility that will house the Charter School.
  - ii. Certificate of Occupancy. The Charter School shall obtain a Certificate of Occupancy for the facility in which the Charter School shall be located.

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- iii. Emergency Safety Plan. The Charter School shall prepare a safety plan in accordance with O.C.G.A. § 20-2-1185, which plan shall be submitted to the Georgia Emergency Management Agency.
22. Transportation. To the extent the Charter School offers a transportation program for its students, the Charter School shall ensure that the program complies with all applicable laws governing transportation of students.
  23. Food Services. To the extent the Charter School offers a food service program, the Charter School shall ensure that the program complies with all applicable laws governing food service for students.
  24. Termination of Charter.
    - a. Termination Grounds. The Charter School may be terminated based on any of the following grounds:
      - i. The Charter School's failure to timely implement the Consequences set forth in Appendix A below.
      - ii. The Charter School's failure to adhere to any other material term of this Charter, including but not limited to, failure to achieve the performance goals set forth in in Section 8 above and Appendix A below.
      - iii. The Charter School's failure to comply with any recommendation or direction of the State Board with respect to O.C.G.A. § 20-14-41;
      - iv. The Charter School's failure to meet generally accepted standards of fiscal management;
      - v. The Charter School's violation of applicable federal, state, or local laws, or court orders;
      - vi. The existence of competent substantial evidence that the continued operation of the Charter School would be contrary to the best interests of the students or the community;

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- vii. The Charter School's failure to comply with any provision of the Charter Schools Act;
  - viii. The existence of conditions that place the health, safety, or welfare of students or staff of the Charter School in danger; or
  - ix. The Charter School's failure to disclose material information regarding violations or potential violations of any material term of this Charter or applicable federal, state, or local laws or court orders.
  - x. This Charter may be terminated in accordance with O.C.G.A. §20-2-2063.3 and the accompanying State Board Rule(s) if the Local Board fails to meet the principles and standards of charter school authorizing on the Local Board's annual evaluation for two consecutive years.
- b. Requests for Termination. The termination of this Charter may be requested by a majority of the parents or guardians of the students enrolled in the Charter School, a majority of the faculty and instructional staff employed at the Charter School, the Local Board or the State Board following the procedures identified in O.C.G.A. § 20-2-2068 and the accompanying State Board Rule.
- c. Breach of Charter. In the event the Charter School fails to comply with any material provision of this Charter, the Department shall notify the Charter School by certified mail and/or electronic mail to chairperson of the governing board. The nature and outcome of the breach shall be recorded in a memo and placed in the Department's Charter School file.
- d. Termination Procedures. The parties acknowledge and agree that the procedure for terminating this Charter is as follows:
- i. This Charter will automatically terminate without further action taken by the Department, the State Board or the Local Board on June 30 of the year that the Charter School is placed on probation if the Department and the Local Board agree in writing that the Charter School has not satisfied the terms of probation and/or timely implemented the Consequences set forth in Appendix A.

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- ii. For a violation of Sections 24(a)(iii) through (x) above, this Charter may be terminated according to the procedures set forth in O.C.G.A. § 20-2-2068 and the accompanying State Board Rule.
  
  - e. Distribution of Funds and Assets. In the event the Charter School ceases operation for any reason, the Charter School and its Governing Board will be responsible for concluding the business and affairs of the Charter School and will cooperate with the Local Board and State Board to the extent necessary to provide an orderly return of the students to their local school. Any public surplus remaining at the time the Charter School ceases operation shall be remitted to the Local Board and/or State Board, whichever is appropriate, within 30 days of ceasing operations. Any furniture and equipment purchased with public funds shall be delivered to the Local Board and/or State Board, whichever is appropriate, within 30 days of ceasing operations. Neither the Local Board nor the State Board shall be responsible for the Charter School's unpaid debts in the event the Charter School does not have sufficient funds to pay all of its debts at the time it ceases operation.
25. Pre-Opening Suspension. In the event the Charter School fails to comply with **Appendix C (Pre-Opening Checklist)** or with any material provision set forth in this Charter that requires compliance prior to the opening of the Charter School, the opening may be suspended until a time after all requirements have been fulfilled by the Charter School as determined by the local district and Department. Suspension shall not result in an extension of the Charter term set forth above in Section 2.
26. Renewal, Non-Renewal, and Probationary Term.
- a. Renewal. The Charter may be renewed by agreement of the parties following the procedures set forth in the Charter Schools Act and accompanying State Board Rule.
  
  - b. Non-Renewal. Any grounds for termination stated in Section 24(a) above also may be grounds for non-renewal. In addition, the State Board or Local Board may elect not to renew the Charter if the petition for renewal does not comply with the Charter Schools Act and the rules, regulations, policies, and procedures promulgated in accordance with the Charter Schools Act or if the State Board or Local Board deems that the Charter School has not sufficiently increased student achievement or is no longer in the public interest.
  
  - c. Probationary Term. In the event the State Board or Local Board determines that the Charter School has failed to comply with any provision of this Charter, the State

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Board and Local Board may elect to grant a renewal for a probationary term, within which term the Charter School must come into compliance satisfactory to the State Board and Local Board.

27. Temporary Extension. At the discretion of the local district and the Department, a Charter may be extended for a grace period not exceeding sixty (60) days.
28. Amendments to the Charter. Any material term of this Charter, to be determined by the local district and the Department, may be amended in writing upon the approval of the Local Board, the State Board and a majority of the Governing Board of the Charter School. Any proposed amendment shall be made in accordance with State Board Rule 160-4-9-.06 *et seq.*
29. Administrative Clarifications. Any clarification to a non-material term of this Charter, to be determined by the School District and Department, shall be submitted in writing to the local district and the Department for review. Any non-material term of this Charter may be clarified upon written approval of the local district and the Department.
30. Mandatory Training. The Department reserves the right to require the Charter School to attend any training related to the responsibilities of a Charter School.
31. Indemnification.
  - a. The Petitioner and the Charter School agree to indemnify, defend and hold harmless the Local Board, the School District, the Department and the State Board, their officials, officers, employees, agents, volunteers, and assigns (all of whom hereinafter may collectively be referred to as "Indemnitees"), from any and all claims, demands, suits, actions, legal or administrative proceedings, losses, liabilities, costs, interest, and damages of every kind and description, including any attorneys' fees and/or litigation and investigative expenses, for bodily injury, personal injury, (including but not limited to the Charter School's employees), patent, copyright, or infringement on any intellectual property rights, or loss or destruction of property (including loss of use, damage or destruction of Indemnitee owned property) to the extent that any such claim or suit was caused by, arose out of, or contributed to, in whole or in part, by reason of any act, omission, professional error, fault, mistake, or negligence whether active, passive or imputed, of the Charter School or Petitioner, their employees, agents, representatives, or subcontractors, their employees, agents, or representatives in connection with or incidental to their performance of this Charter regardless of whether such liability, claim, damage, loss, cost or expense is caused in part by an Indemnitee.

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- b. The Charter School and Petitioner shall be excused from their indemnification obligations above: (a) If the claims, demands, suits, actions, proceedings, losses, liabilities arise solely and exclusively out of the negligence of the Indemnitee seeking indemnification; or (b) If the Indemnitee fails to (i) provide written notice of the third party claim or suit within a reasonable time, (ii) cooperate with reasonable requests of the Charter School or Petitioner related to the indemnification; or (iii) assist the Charter School or Petitioner with the defense of such claim or suit.
  - c. The Charter School's and Petitioners obligations to indemnify any Indemnitee shall survive the completion, expiration, or termination of this Agreement for any reason.
32. Non-Agency. The parties expressly acknowledge and agree that the Charter School is not acting as the agent of the Local Board, the State Board, or the Department except as required by law or this Charter. The Charter School acknowledges that it is without authority to, and will not, extend the faith and credit of the Local Board, the State Board, or the Department to any third party.
33. Delegation. The parties acknowledge and agree that the functions and powers of each party may be exercised only by each party and may not be delegated to a third party without written agreement by the parties.
34. Application of Amended Law. This Charter is subject to applicable federal and state laws, rules and regulations and shall be deemed amended to reflect applicable changes to those laws upon the effective date of any such change.
35. Non-Waiver. No waiver of any breach of this Charter shall be held as waiver of any other or subsequent breach.
36. Severability. If any provision of this Charter is determined to be unenforceable or invalid for any reason, the remainder of the Charter shall remain in full force and effect.
37. Contradicting or Conflicting Provisions. If any provision of the Charter is determined to contradict or conflict with any other provision of the Charter, the contradiction or conflict shall be resolved in favor of the broad flexibility guaranteed pursuant to O.C.G.A. § 20-2-2065 *et seq.*
38. Governing Law and Venue. This Charter shall be governed by, subject to, and construed under the laws of the State of Georgia. This Charter shall be interpreted in accordance with

## CHARTER FOR 7 PILLARS CAREER ACADEMY

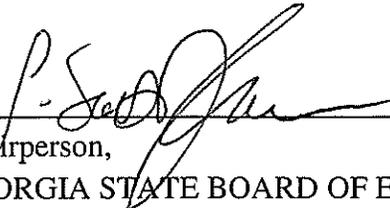
O.C.G.A. §§ 20-2-2060 *et seq.* and §§ 20-2-2080 *et seq.*, as amended within the term of this Charter. Any action brought by one party to this Charter against another party shall be brought in the Superior Court of Fulton County.

39. Multi-Year Contracts Beyond Charter Term. The Charter School shall not enter into a multi-year contract that extends beyond the length of the charter term for the acquisition of goods, materials, services or supplies unless such contract contains the following provisions:
- a. The contract shall terminate absolutely and without further obligation on the part of the Charter School at the close of the fiscal year in which the charter term concludes and at the close of each succeeding charter term for which the contract may be renewed;
  - b. The contract may be renewed only by a positive action taken by the Charter School; and
  - c. The contract shall state the total payment obligation of the Charter School for the original contract term and each renewal shall state the total payment obligation that may be incurred in each subsequent charter term, if renewed.

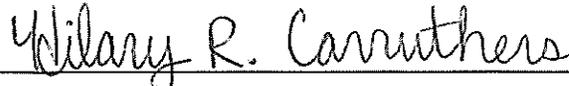
This section shall not apply to multi-year contracts to lease or purchase facilities, vehicles or capital equipment.

40. Entire Agreement. This Charter sets forth the entire agreement between the Petitioner, the Local Board and the State Board with respect to the subject matter of this Charter. All prior contracts, representations, statements, negotiations, understandings, and undertakings between the Petitioner, the Local Board and the State Board are superseded by this Charter. The Charter shall not preclude the Charter School from entering into or maintaining any agreement with the Local Board provided no such agreement supersedes, overrides or conflicts with any provision of this Charter. The petition submitted to the Local Board and the State Board serves only as the formal application for the Charter School and does not constitute a contract between the Local Board, the State Board and the Petitioner. This Charter supersedes and overrides any provisions contained in the petition that conflict with this Charter.

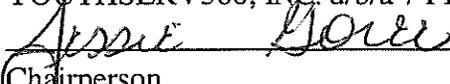
CHARTER FOR 7 PILLARS CAREER ACADEMY

  
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Chairperson,  
GEORGIA STATE BOARD OF EDUCATION

03/28/2019  
\_\_\_\_\_  
(Date)

  
\_\_\_\_\_  
Authorized Representative,  
YOUTHSERV360, INC. d/b/a 7 PILLARS CAREER ACADEMY

February 28, 2019  
\_\_\_\_\_  
(Date)

  
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Chairperson,  
CLAYTON COUNTY BOARD OF EDUCATION

3-11-19  
\_\_\_\_\_  
(Date)

# CHARTER FOR 7 PILLARS CAREER ACADEMY

## Appendix A – Accountability and Consequences

### ACCOUNTABILITY REQUIREMENTS

The State Board shall hold the Charter School accountable for the full performance of each of the comprehensive performance framework standards listed below. The Charter School will receive a final report on its performance on each of the standards below from the Georgia Department of Education as soon as the all performance data are available; interim reports will be released prior to the final report as data becomes available. The report will include consequences that need to be implemented by the Charter School as described below.

#### I. ACADEMIC PERFORMANCE STANDARDS

**Goal 1:** During the first year of its initial charter term, the Charter School shall achieve at least one of the following academic performance standards:

- a. Beat the Odds (school-wide measure).

**OR**

- b. Match or exceed the CCRPI Content Mastery score of its authorizing school district(s) in each grade band served (elementary, middle, and/or high school).

**OR**

- c. Match or exceed the overall CCRPI score of its authorizing school district(s) in each grade band served (elementary, middle, and/or high school).

**Goal 2:** During the second and third year of its initial charter term, the Charter School shall achieve at least two of the following academic performance standards:

- a. Increase its overall CCRPI score by at least 4% of the gap between 100 and the school's previous year overall CCRPI score for each grade band served (elementary, middle, and/or high school).

**AND/OR**

- b. Increase its CCRPI Content Mastery score by at least 10% of the gap between 100 and its previous year CCRPI Content Mastery score in each grade band served (elementary, middle, and/or high school).

**AND/OR**

- c. Increase its CCRPI Progress Score by at least 10% of the gap between 100 and its previous year CCRPI Progress Score in each grade band served (elementary, middle, and/or high school).

**AND/OR**

## CHARTER FOR 7 PILLARS CAREER ACADEMY

- d. Achieve a statistically significant positive Value-Added Impact Score in each grade band served (elementary, middle, and/or high school).

**AND/OR**

- e. Beat the Odds (school-wide measure).

**Goal 3:** During the fourth and fifth year of its initial charter term, the Charter School must:

- a. Increase its overall CCRPI score by at least 4% of the gap between 100 and its previous year overall CCRPI score in each grade band served (elementary, middle, and/or high school).

**AND**

- b. Achieve at least one of the following two performance standards:

Increase its CCRPI Content Mastery score by at least 10% of the gap between 100 and its previous year CCRPI Content Mastery score in each grade band served (elementary, middle, and/or high school)

**or**

Increase its CCRPI Progress Score by at least 10% of the gap between 100 and its previous year CCRPI Progress Score in each grade band served (elementary, middle, and/or high school).

**AND**

- c. Achieve at least one of the following two performance standards:

Achieve a statistically significant positive Value-Added Impact Score in each grade band served (elementary, middle, and/or high school).

**or**

Beat the Odds (school-wide measure).

**AND**

- d. Not be on the Turnaround Eligible Schools List published annually by the Governor's Office of Student Achievement or on the list of Tier II or Tier III schools published annually by GaDOE.

**Note:** Accountability for the fifth year of the initial charter term will occur during the initial year of a renewal charter, if granted.

## II. SCHOOL CLIMATE PERFORMANCE STANDARDS

**Goal 4:** During the first year of its initial charter term, the Charter School shall achieve a School Climate Star Rating of 3 or more stars.

## CHARTER FOR 7 PILLARS CAREER ACADEMY

**Goal 5:** During the second and each subsequent year of its initial charter term, the Charter School shall achieve a School Climate Star Rating of 4 or more stars.

### III. FINANCIAL PERFORMANCE STANDARDS

**Goal 6:** During the first year of its initial charter term, the Charter School must:

- a. Not be in default of loan or bond covenant(s) and/or is not delinquent with debt services payments.

**AND**

- b. Unrestricted Days Cash (Total Expenses/365) is greater than 45 days.

**AND**

- c. Achieve at least one of the following financial performance standards:

Possess a Debt to Asset Ratio that is less than 95 percent.

**AND/OR**

Achieve a Current Ratio (Working Capital Ratio) that is 1.0 or greater.

**AND/OR**

Financial Efficiency Rating is 3 Stars or above.

**AND/OR**

The Charter School received and submitted to GaDOE by November 1 an annual independent audit with an opinion of the auditor as regards the accuracy of your school's accounting records, financial position, change in financial position, compliance with rules of various governing entities, including GAGAS (Generally Accepted Government Auditing Standards (the "Yellow Book") or, for those schools not yet converted to GAGAS, compliance with GAAP (Generally Accepted Accounting Principles) that includes:

- An unmodified audit opinion;
- An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses;
- An audit that does not include a going concern disclosure in the notes or an explanatory paragraph; and
- No other adverse statement indicating noncompliance with applicable laws, rules, regulations, and provisions of the charter contract relating to financial management and oversight.

**Goal 7:** During the second year of its initial charter term, the Charter School must:

## CHARTER FOR 7 PILLARS CAREER ACADEMY

- a. Not be in default of loan or bond covenant(s) and/or is not delinquent with debt services payments

**AND**

- b. Unrestricted Days Cash (Total Expenses/365) is greater than 45 days.

**AND**

- c. Achieve at least one of the following financial performance standards:  
Achieve a Current Ratio (Working Capital Ratio) that is 1.0 or greater.

**AND/OR**

Possess a Debt to Asset Ratio that is less than 95 percent.

**AND/OR**

Financial Efficiency Rating is 3 Stars or above.

**AND/OR**

The Charter School received and submitted to GaDOE by November 1 an annual independent audit with an opinion of the auditor as regards the accuracy of your school's accounting records, financial position, change in financial position, compliance with rules of various governing entities, including GAGAS (Generally Accepted Government Auditing Standards (the "Yellow Book") or, for those schools not yet converted to GAGAS, compliance with GAAP (Generally Accepted Accounting Principles) that includes:

- An unmodified audit opinion;
- An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses;
- An audit that does not include a going concern disclosure in the notes or an explanatory paragraph; and
- No other adverse statement indicating noncompliance with applicable laws, rules, regulations, and provisions of the charter contract relating to financial management and oversight.

**Goal 8:** During the third and all subsequent years of its initial charter term, the Charter School shall achieve all six of the following financial performance standards:

- a. Not be in default of loan or bond covenant(s) and/or is not delinquent with debt services payments.

**AND**

- b. Achieve a Current Ratio (Working Capital Ratio) that is 1.0 or greater.

**AND**

- c. Possess a Debt to Asset Ratio that is less than 95 percent.

## CHARTER FOR 7 PILLARS CAREER ACADEMY

**AND**

- d. Unrestricted Days Cash (Total Expenses/365) is greater than 45 days.

**AND**

- e. Financial Efficiency Rating is 4 Stars or above.

**AND**

- f. The Charter School received and submitted to GaDOE by November 1 an annual independent audit with an opinion of the auditor as regards to the accuracy of the Charter School's accounting records, financial position, change in financial position, compliance with rules of various governing entities, including GAGAS (Generally Accepted Government Auditing Standards (the "Yellow Book")) or, for those schools not yet converted to GAGAS, compliance with GAAP (Generally Accepted Accounting Principles) and that includes:

- An unmodified audit opinion;
- An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses;
- An audit that does not include a going concern disclosure in the notes or an explanatory paragraph; and
- No other adverse statement indicating noncompliance with applicable laws, rules, regulations, and provisions of the charter contract relating to financial management and oversight.

### IV. GOVERNANCE PERFORMANCE STANDARDS

**Goal 9:** During the first year of its initial charter term, the Charter School shall achieve all four of the following governance performance standards:

- a. All governing board members complied with all applicable open governance requirements, including the Georgia Open Meetings Act and the Georgia Opening Records Act.

**AND**

- b. All governing board members participated in all the required governance training hours for new governing board members, including the mandatory Financial Governance Training provided by GaDOE for all new governing board members.

**AND**

- c. The Board met a minimum of nine (9) times.

**AND**

- d. Successful implementation of the Teacher and Leader Keys Effectiveness System as verified by GaDOE.

## CHARTER FOR 7 PILLARS CAREER ACADEMY

**Goal 10:** During the second and third year of its initial charter term, the Charter School shall achieve all five of the following governance performance standards:

- a. All governing board members complied with all applicable open governance requirements, including policies relating to the Georgia Open Meetings Act and open records requirements.

**AND**

- b. All governing board members attended all required training, including all the required governance training hours for new governing board members.

**AND**

- c. The Board met a minimum of eight (8) times each school year.

**AND**

- d. Successful implementation of the Teacher and Leader Keys Effectiveness System as verified by GaDOE.

**AND**

- e. All governing board members acted in accordance with the Standards for Effective Governance of a Georgia Non-Profit School Governing Board as sworn to in the Legal Compliance Affidavit included in the Annual Report, and as evidenced by a lack of any evidence to the contrary received by GaDOE and the authorizing district(s).

**Goal 11:** During the fourth and all subsequent years of its initial charter term, the Charter School shall achieve all six of the following governance performance standards:

- a. All governing board members complied with all applicable open governance requirements, including policies relating to the Georgia Open Meetings Act and open records requirements.

**AND**

- b. All governing board members attended all required training, including all the required governance training hours for new governing board members.

**AND**

- c. The Board met a minimum of seven (7) times.

**AND**

- d. Successful implementation of the Teacher and Leader Keys Effectiveness System as verified by GaDOE.

**AND**

- e. All governing board members acted in accordance with the Standards for Effective Governance of a Georgia Non-Profit School Governing Board as sworn

## CHARTER FOR 7 PILLARS CAREER ACADEMY

to in the Legal Compliance Affidavit included in the Annual Report, and as evidenced by a lack of any evidence to the contrary received by GaDOE and the authorizing district(s).

### AND

f. The Board reflects the sociodemographic diversity of the community it serves.

**Goal 12:** By the fourth year of its initial charter term, the Charter School shall implement all Essential or Innovative Features as defined in Paragraph 5 of the initial charter contract.

## V. LEGAL COMPLIANCE PERFORMANCE STANDARDS

**Goal 13:** During each year of its charter contract term, the Charter School shall abide by all legal requirements included in the initial charter contract and applicable law.

**Goal 14:** The Charter School shall not do anything which results in GaDOE and the authorizing district(s) placing it on probation more than two times in a single school year (from July 1 to June 30).

**Goal 15:** The Charter School shall not do anything which results in GaDOE and the authorizing district(s) placing it on probation more than three times during the term of its initial contract.

## CONSEQUENCES

The State Board shall hold the Charter School accountable for the full performance of each of the consequences listed below. Failure to implement any consequence will lead to the Charter School being placed on probation; if the consequence is not implemented within 90 days of the Charter School being placed on probation or within the remainder of the school year if the Charter is placed on probation within the last 90 days of the school year, the Charter School agrees that its charter contract will be automatically terminated at the end of school year in which that 90-day period began. If GaDOE and the authorizing district(s) agree that the Charter School has successfully implemented the Consequences below, the Charter School shall be removed from probation.

### 1. Academic Performance Consequences

**Goal 1 Consequences:** A Charter School that did not meet Goal 1 shall produce a root cause analysis and implement a targeted school improvement plan based on that analysis during its second year. The root cause analysis and targeted school improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of its second year. Upon such review, either the authorizing district(s) or

## CHARTER FOR 7 PILLARS CAREER ACADEMY

GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 2 Consequences:** A Charter School that did not meet Goal 2 shall produce a root cause analysis and implement a targeted school improvement plan based on that analysis that addresses its specific academic achievement deficiencies during the year following its failure to meet Goal 2. The root cause analysis and targeted school improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the year it is implemented. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 3 Consequences:** A Charter School that did not meet Goal 3, but meets other Goals as described above, will be eligible for only a three-year charter contract renewal and shall produce a root cause analysis and implement a targeted school improvement plan based on that analysis during its fourth year. The root cause analysis and targeted school improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the fourth year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

### 2. School Climate Performance Consequences

**Goal 4 Consequences:** A Charter School that did not meet Goal 4 shall produce a root cause analysis and implement a targeted school climate improvement plan based on that analysis during its second year. If the Charter School is subject to a targeted school improvement plan for failure to meet Goal 1, the targeted school climate improvement plan will be embedded within the targeted school improvement plan. The root cause analysis and targeted school climate plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of its second year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 5 Consequences:** A Charter School that did not meet Goal 5, but meets other Goals as described above, will be eligible for only a three-year charter contract renewal and shall produce a root cause analysis and implement a targeted school climate improvement plan based on that analysis during the year following its failure to achieve Goal 5. If the Charter School is subject to a targeted school improvement plan for failure to meet Goal 2 or Goal 3, the targeted school climate improvement plan will be embedded within the targeted school improvement plan. The root cause analysis and targeted school climate improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the year following its failure to achieve Goal 5. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

## CHARTER FOR 7 PILLARS CAREER ACADEMY

### 3. Financial Performance Consequences

**Goal 6 Consequences:** A Charter School that did not meet Goal 6 shall produce a root cause analysis and implement a targeted financial improvement plan based on that analysis during its second year. The root cause analysis and targeted financial improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of its second year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 7 Consequences:** A Charter School that did not meet Goal 7 shall produce a root cause analysis and implement a targeted financial improvement plan based on that analysis during its second year. The root cause analysis and targeted financial improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the second year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 8 Consequences:** A Charter School that did not meet Goal 8, but meets other Goals as described above, will be eligible for only a three-year charter contract renewal and shall produce a root cause analysis and implement a targeted financial improvement plan based on that analysis during its fourth year. The root cause analysis and targeted financial improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the fourth year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

### 4. Governance Performance Consequences

**Goal 9 Consequences:** A Charter School that did not meet Goal 9 in its first year shall produce a root cause analysis and implement a targeted governance improvement plan based on that analysis during its second year. The root cause analysis and targeted governance improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of its second year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 10 Consequences:** A Charter School that did not meet Goal 10 in its second or third year shall produce a root cause analysis and implement a targeted governance improvement plan based on that analysis during the year following its failure to meet Goal 10. The root cause analysis and targeted governance improvement plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the year it is implemented. Upon such review, either the authorizing district(s) or

## CHARTER FOR 7 PILLARS CAREER ACADEMY

GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 11 Consequences:** A Charter School that did not meet Goal 11 in its fourth year, but meets other Goals as described above, will be eligible for only a three-year charter contract renewal and shall produce a root cause analysis and implement a targeted governance improvement plan based on that analysis during the year following its failure to meet Goal 11. The root cause analysis and targeted governance improvement plan will be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the year following its failure to meet Goal 11. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

**Goal 12 Consequences:** A Charter School that did not meet Goal 12 by the end of its fourth year shall produce a root cause analysis and implement a plan based on that analysis during its fifth year. The root cause analysis and related plan shall be available for inspection by GaDOE and the authorizing district(s) any time after January 1 of the fifth year. Upon such review, either the authorizing district(s) or GaDOE may provide suggestions for additional root causes and/or targeted improvements.

### 5. Legal Compliance Consequences

**Goal 13 Consequences:** A Charter School that fails to implement any legal requirement included in the initial charter contract in all material respects may be placed on probation by GaDOE and/or its authorizing district(s). If it is placed on probation for such a violation, the Charter School shall produce and submit to GaDOE and its authorizing district(s) within 30 days a root cause analysis and a remedial plan based on that analysis. If the legal requirement is not implemented by the Charter School within 90 days of the Charter School being placed on probation or within the remainder of the school year if the Charter is placed on probation within the last 90 days of the school year, the Charter School agrees that its charter contract will be automatically terminated at the end of school year in which that 90-day period began.

**Goal 14 Consequences:** A Charter School that is placed on probation by GaDOE and its authorizing district(s) more than two times in a single school year (from July 1 to June 30) agrees that its charter contract will be automatically terminated at the end of school year in which it was placed on probation two times.

**Goal 15 Consequences:** A Charter School that is placed on probation by GaDOE and its authorizing district(s) more than three times during the term of its initial contract agrees that its charter contract will be automatically terminated at the end of school year in which it was placed on probation for the third time.

### 6. Charter Contract Renewal Consequences

**CHARTER FOR 7 PILLARS CAREER ACADEMY**

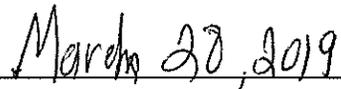
The Charter School also agrees to the following:

- If the Charter School meets Goal 3, Goal 5, Goal 8, Goal 11, Goal 12, Goal 13, Goal 14, and Goal 15 of this initial contract, it will receive a five-year charter contract renewal.
- If the Charter School fails to meet either Goal 3, Goal 5, Goal 8, Goal 11, or Goal 12 of this initial contract, but meets the remaining four of these five Goals, it will receive a three-year charter contract renewal during which one of the following will occur:
  - The Charter School will meet the Goals included in the three-year charter contract required to earn a subsequent five-year charter contract, and a new five-year charter contract will be granted.

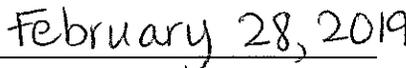
**OR**

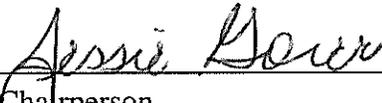
- The Charter School will fail to meet the Goals included in the three-year charter contract required to earn a subsequent five-year charter contract, and the Charter School will be closed upon the expiration of the three-year charter contract.
- In making its decision regarding charter contract renewal, the State Board of Education may examine dynamic external events that are not within control of the Charter School.

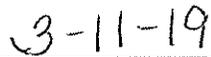
  
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Chairperson,  
GEORGIA STATE BOARD OF EDUCATION

  
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(Date)

  
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Authorized Representative,  
YOUTHSERV360, INC. d/b/a 7 PILLARS CAREER ACADEMY

  
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(Date)

  
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Chairperson,  
CLAYTON COUNTY BOARD OF EDUCATION

  
\_\_\_\_\_  
(Date)

# CHARTER FOR 7 PILLARS CAREER ACADEMY

## Appendix B – Locally-Approved Charter School Partner Roles & Responsibilities Chart

Locally-Approved Charter School Partners Roles and Responsibilities Chart						
Personnel Decisions	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Select, retain, transfer, promote, demote, and/or terminate the principal or school leader	✓					
Evaluate the principal or school leader (LKES)	✓					
Select, retain, transfer, promote, demote, and/or terminate faculty and all other staff		✓				
Evaluate the teachers (TKES) and all other staff		✓				
Determine whether teacher certification will be required	✓	✓				
Plan professional development for staff		✓				
Financial Decisions and Resource Allocation	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Determine number and type of personnel positions budgeted, including qualifications, roles, and job descriptions	✓	✓				
Establish compensation model including salary ranges, bonus or performance-based increases, supplements, and personal and professional leave, health, dental, disability, and other benefit plans offered (other than TRS, which is mandated) for all employees	✓	✓				
Set budget priorities with funds received that are aligned with school improvement plan, including personnel, curriculum, supply, equipment, maintenance, operations, and all other costs	✓	✓				
Ensure school receives all per-pupil and other funding to which it is entitled by agreement with the local district	✓	✓	✓			
Raise additional funds through fundraising efforts	✓	✓				
Exercise discretion over expenditure for all state and local funds and, as permissible, federal funds	✓	✓				
Final school budget approval	✓					
Establish financial policies and standard operating procedures	✓					
Maintain a reserve fund	✓					
Determine facility uses	✓	✓				
Ensure sound fiscal management and monitor budget implementation	✓	✓				

## CHARTER FOR 7 PILLARS CAREER ACADEMY

<b>Establishing and Monitoring the Achievement of School Improvement Goals</b>	<b>Charter School Nonprofit Governing Board</b>	<b>Charter School Management</b>	<b>Local School District*</b>	<b>Post-Secondary Education Partner(s) (if applicable)</b>	<b>Business Partner(s) (if applicable)</b>	<b>Community Partner(s) (if applicable)</b>
Complete self-assessment based on Georgia School Performance Standards		✓				
Develop actions, strategies, and interventions with faculty and staff (i.e., school improvement plan)		✓				
Set a timeline for implementing school improvement timeline	✓	✓				
Set a budget for implementing school improvement timeline	✓	✓				
Recommend/Approve school improvement plan and provide oversight of its implementation	✓	✓				
Hold principal or school leader accountable for school improvement plan implementation and timeline	✓					
Hold faculty and staff accountable for school improvement plan implementation and timeline		✓				
Evaluate success of school improvement plan and recommend/make revisions as needed	✓	✓				
Regularly communicate student and school performance data to all stakeholders		✓				
<b>School Operations</b>	<b>Charter School Nonprofit Governing Board</b>	<b>Charter School Management</b>	<b>Local School District*</b>	<b>Post-Secondary Education Partner(s) (if applicable)</b>	<b>Business Partner(s) (if applicable)</b>	<b>Community Partner(s) (if applicable)</b>
Provide input into school operations that are consistent with school improvement and charter goals, including establishing human resources policies, procedures, and handbooks	✓	✓				
Establish work schedules of faculty and staff (e.g., hours per day, days per year, calendars)		✓				
Establish experience, training, and other matters related to substitute teachers		✓				
Recommend/Set school daily, weekly, and annual school calendar and class schedules, including length of school year, holidays, early release days, etc.	✓	✓				
Recommend/Approve professional development vendors and resources	✓	✓				
Manage day-to-day human resources		✓				
HR processing, including employment contracts and benefits administration		✓				
Recommend/Select co-curricular and extracurricular activities	✓	✓				
Establish after-school and Saturday programs as needed	✓	✓				
Set enrichment and/or advisory periods as needed		✓				
Establish field trips, including locations and date		✓				
Set class size and student-teacher ratios	✓	✓				
Set staff-to-student ratios for non-class times (e.g., lunch, recess, specials)		✓				

## CHARTER FOR 7 PILLARS CAREER ACADEMY

School Operations	Charter School Nonprofit Governing Board	Charter School Management	Local School District*	Post-Secondary Education Partner(s) (if applicable)	Business Partner(s) (if applicable)	Community Partner(s) (if applicable)
Provide input into school operations that are consistent with school improvement and charter goals, including establishing human resources policies, procedures, and handbooks	✓	✓				
Establish work schedules of faculty and staff (e.g., hours per day, days per year, calendars)		✓				
Establish experience, training, and other matters related to substitute teachers		✓				
Recommend/Set school daily, weekly, and annual school calendar and class schedules, including length of school year, holidays, early release days, etc.	✓	✓				
Recommend/Approve professional development vendors and resources	✓	✓				
Manage day-to-day human resources		✓				
HR processing, including employment contracts and benefits administration		✓				
Recommend/Select co-curricular and extracurricular activities	✓	✓				
Establish after-school and Saturday programs as needed	✓	✓				
Set enrichment and/or advisory periods as needed		✓				
Establish field trips, including locations and date		✓				
Set class size and student-teacher ratios	✓	✓				
Set staff-to-student ratios for non-class times (e.g., lunch, recess, specials, transitions)	✓	✓				
Establish school partnerships for school growth	✓	✓				
Develop communications strategies, including stakeholder surveys, parent involvement, volunteer support	✓	✓				
Select/Approve vendors aligned with school needs	✓	✓				
Manage transportation decisions, including authority to contract for transportation service	✓	✓				
Select information systems (e.g., Student Information System, financial information systems)	✓	✓				
Manage the facility or facilities that are owned and operated by the school system for use by the charter school	✓	✓				
Approve/manage the food service agreement with a vendor or the school system	✓	✓				
Establish school size	✓	✓				
Establish school grade span different from typical primary, elementary, middle, and high public school models (e.g., 4-8, K-8, K-12)	✓	✓				
Establish attendance policies	✓	✓				
Establish student code of conduct and behavior policies, plans, processes, and formats	✓	✓				
Adopt and implement a marketing plan that is inclusive in its recruitment and retention of all students	✓	✓				
Ensure access to support to address the physical, social, financial, and emotional						

**CHARTER FOR 7 PILLARS CAREER ACADEMY**

**Appendix C – Pre-Opening Checklist**

Category	Task	Notes Petitioner notes will be in Red	Responsible Person(s)	Timeline/Deadline	Completed
Facilities	Finalize facility location	Location finalized at 4234 Hendrix Dr. Forest Park, GA 30297			<input type="checkbox"/> Yes <input type="checkbox"/> No
	Finalize your lease (if applicable)	Sample Lease and MOA included as Exhibit A			<input type="checkbox"/> Yes <input type="checkbox"/> No
	Obtain site approval and architectural review*	Existing Site, awaiting City of Forest Park CO for school		N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Obtain a Certificate of Occupancy*	Application submitted to Forest Park to receive school level CO.		Scheduled for Dec. completed	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Obtain evidence of all necessary inspections*	State Department of Health, County Health Department, State Fire Marshall, local fire department, city building inspector, etc. Fire Marshall provided code violations, items on list have been complete awaiting re-inspection.		Scheduled for Dec. completed by June	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No
	Obtain a School Code once the facility is approved*	Contact the Facilities Services Division of GaDOE Upon charter receipt.		By June	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Prepare a Safety and Emergency plan*	Emergency preparedness Plan completed in accordance with O.C.G.A. § 20-2-1185 certain items cannot be complete until onboarding. Exhibit B	Christina Guillen with the Aid of Daniel Pitchford (DHS Emergency Preparedness Specialist)	Nov. 13 Final updates July. 2019	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Evidence of insurance as stipulated in the charter agreement*	Certificates of Insurance for all required insurance coverage Upon charter receipt.		By end of July 2019	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Create a plan and procedures to control access to the building	Attached as Exhibit C	Christina Guillen	By Nov 13	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Ensure adequate signage; ensure that the building is numbered for emergency response	Building is numbered signage will be erected upon receipt of charter.		By first day of school	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Provide office furniture, supplies, and technology to support school administration			By first day of school	<input type="checkbox"/> Yes <input type="checkbox"/> No

Category	Task	Notes	Responsible Person(s)	Timeline/Deadline	Completed
School Personnel	Contact the Department of Community Health to establish health insurance availability*	to participate in the State Health Benefit Plan ("SHBP") upon initial approval of their charter in order for their teachers and other personnel to participate in SHBP. See O.C.G.A. § 20-2-880(4) and O.C.G.A. § 20-2-910(3).	Christina Guillen	By January 2019	Yes No
	Hire a qualified school leader	Christina Guillen- Principal	7 Pillars governing board	Contract issued upon charter April 2019	Yes No
	Ensure the school leader receives access to the MyGaDOE data portal and can provide necessary data provisioning rights to school				Yes No
	Finalize teacher contracts and salary schedules		School Leaders and Governing Board	May to July 2019	Yes No
	Create a personnel policy manual	Currently under review by Dana M. Stith-Gray of Garner Stith Gray, LLC <a href="http://www.GarnerStithGray.com">www.GarnerStithGray.com</a>	Created by 7PMCA Reviewed by: Dana M. Stith-Gray, Esq	By Jan. 1	Yes No
	Contact the Teachers Retirement System of Georgia to establish necessary accounts	Can only enroll upon receipt of approved charter.	Christina Guillen	By June 2019	Yes No
	Identify individuals that will serve key roles (i.e. Testing Coordinator, Title I Director, Special Education Director,	Will begin onboarding of key roles upon receipt of approved charter.	School Leaders and Governing Board	By July 2019	Yes No
	Recruit and hire adequate number of teachers and support personnel to match assignments and staffing plan	Will begin onboarding of teachers and support personnel upon receipt of approved charter.	School Leaders and Governing Board	By July 2019	Yes No
	Ensure that personnel records are adequately safeguarded	Currently have locked file cabinets in locked office.	School office staff and school administrator	By July 2019	Yes No
	Ensure at least two board members are credentialed in the Leader Keys Evaluation System (LKES)*	Will enroll upon receipt of approved charter.	Hilary Carruthers- Chair Jazmin Briggs- Member Christina Guillen- Principal	By July 2019	Yes No

	<p>Ensure that the school leader and another school administrator are credentialed</p> <p>Ensure all staff is appropriately trained</p>	<p>2<sup>nd</sup> school administrator will be hired after charter approval</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>School Personnel Cont.</p>	<p>Provide internal professional development. Work with MetroRESA to ensure all staff receive required professional development. Exhibit E Metro Resa calander. We believe in continual development Christina Guillen and Sharon Daniel are currently on full scholarship over \$1,500 each in services to participate in Teach X a 3 day workshop held on Sat. from 9-3 in collaboration with re-design. A video link of the training is below. <a href="https://youtu.be/4hsU191778g">https://youtu.be/4hsU191778g</a></p> <p>Exhibit F example of Christina Guillen teaching state legislators about the Quality Basic Education formula.</p>	<p>MetroRESA, CCPS, 7 Pillars, Teach X</p> <p>Before July 31 2019</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
	<p>Ensure that all personnel have criminal background checks and fingerprinting. This information must be secured and ready for inspection by state officials.</p>	<p>7 pillars board and administrator</p> <p>Within two weeks of executed contract</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

Category	Tasks	Notes	Responsible Person(s)	Timeline/Deadline	Completed
<p>Students &amp; Parents</p>	<p>Adopt a policy for enrollment lotteries in preparation for student enrollment exceeding capacity</p>	<p><i>If any enrollment is significantly below projections, the charter school must revise its budget accordingly</i></p>			<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
	<p>Market your opening to students and parents to ensure adequate student enrollment</p>	<p>Have site ready to launch as soon as charter received. May be viewed now at</p>		<p>Nov. 13</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

	Establish intake process to identify students with special needs	Exhibit H is 7PMCA intake process	Christina Guillen	Nov.13	Yes	No
	Develop a plan to involve parents and the community in key aspects of the school	As stated in petition PTCO, Making the Connection Parenting Workshops, Parent Liasion.	7PMCA governing board, staff, students, and community, and administration	Nov. 13	Yes	No
	Provide parents and students the school handbook	Starter document included in petition, will include input of staff for final product.	7PMCA governing board, staff, students and administration	July 2019	Yes	No
	Ensure provisions have been made for required health services and screenings, including immunization records	Partner with Clayton County Board of Health to assist students in acquiring needed health services.	7PMCA staff, parents, and CCBOH	Before the first day of school	Yes	No

Category	Task	Notes	Responsible Person	Timeline/Deadline	Completed
Education & Instruction	Establish a Student Handbook and related policies	Currently under review by Dana M. Stith-Gray of Garner Stith Gray, LLC	Created by 7PMCA	By Jan. 1	Yes
	Establish and implement student data and record policies to promote student confidentiality	Visiting successful charters in Nov and Dec. to learn best practices in this area	Reviewed by: Dana M. Stith-Gray, Esq Administration Staff	No later than March	Yes
	Adopt a school calendar	7PMCA will follow CCPS's school calendar Exhibit I			Yes
	Choose a Student Information System*	Contact GaDOE to ensure the SIS you choose is compatible with the State Longitudinal Data System (SLDS)	Christina Guillen	No later than March	Yes
	Draft and Adopt Student Learning Objectives(SLO) to implement TKES/LKES	A charter school must select a SLO contact for the school who will need to be trained immediately upon hiring (Usually an Administrator)	Christina Guillen	As soon as Charter approval is received	Yes
					No

Category	Item	Name	Responsible Person(s)	Timing/Deadline	Completion
	Finalize curriculum	Curriculums for core subjects have been selected and aligned with state standards.	Instructional Leaders, administrators	Feb 2019	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Choose appropriate norm-referenced and/or benchmark assessments	As noted in petition MAPS, benchmark assessments, unit tests, and their capstone Hero Project will provide continual evaluation. <i>Ensure the school is well-stocked with classroom supplies and materials</i>	Instructional Leaders, administrators, and county testing officials.	July 2019	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Choose and purchase textbooks and instructional materials			By first day of school	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Establish an official school email system*	<i>This is required to correspond with the GaDOE</i>		Immediately after approval	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Become familiar with guidance, including reporting timelines		Governing Board and school leadership	Immediately after approval	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Submit a copy of your intended EMO/CMO contract to GaDOE for approval*	<i>Must be submitted prior to the execution of the contract.</i>	We will not be using an EMO/CMO		<input type="checkbox"/> Yes <input type="checkbox"/> No
	Determine if and how transportation will be provided	<i>If transportation will be provided, contact GaDOE's Pupil Transportation Division for appropriate processes and approvals</i>	Parents	Parents are responsible for transportation	<input type="checkbox"/> Yes <input type="checkbox"/> No



A	Formally approve board policies including grievance and criminal background checks	Board will meet upon charter approval to approve board policies and complete criminal background check.	7 Pillars Governing Board	30 days upon receipt of charter	Yes No
	Maintain evidence and regular board meetings and minutes	<i>Indicates understanding of key laws and best practices. Post all meeting schedules and agendas to the public</i>			Yes No

**\*Required action item that necessitates document submission to or formal correspondence with the Georgia Department of Education**